



TECHNICAL COLLEGE
OF THE LOWCOUNTRY

**POLICY: Affirmative Action – Equal Opportunity
Number: 5.1.3**

Responsibility: Human Resources
Last Updated: February 23, 2023
State Policy/Law:

Commission Chair

President

DISCLAIMER: PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE SC STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION / THE SC TECHNICAL COLLEGE SYSTEM OR THE TECHNICAL COLLEGE OF THE LOWCOUNTRY. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM AND THE TECHNICAL COLLEGE OF THE LOWCOUNTRY RESERVE THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

It is the policy of the Technical College of the Lowcountry that no discrimination will exist in any College area on the grounds of race, age, color, creed, national origin, sex, disability, religion, genetic information, gender, veteran status, pregnancy or on any other characteristic protected by applicable federal, state, or local law. The College will make all decisions regarding recruitment, hiring, training, promotions, and all other terms and conditions of employment without discrimination on the above grounds or on other factors which cannot lawfully be the basis for an employment decision.

The Technical College of the Lowcountry reaffirms its policy of administering all its educational programs and related supportive services and benefits in a manner which does not discriminate because of a current student's race, college, national origin, disability, gender, age or other characteristics which cannot lawfully be the basis for provision of services.

In addition, the Technical College of the Lowcountry endorses the principle of affirmative action designed to remove any disparate effects of past discrimination because of race, disability, color, gender, religion, age, or national origin.

This policy applies to all Human Resource actions including, but not limited to, recruitment, hiring, compensation, benefits, promotions, transfers, layoffs, recall from layoffs, and educational, social, or recreational programs of the College. The Human Resources Director will serve as the Affirmative Action/Equal Employment Opportunity Officer. The President with the assistance of the Affirmative Action/Equal Employment Opportunity Officer will have overall responsibility for implementation of Affirmative Action and will have the full cooperation of all vice presidents, deans, directors, supervisors, and other employees.

All officials and other employees of this College, as well as various employment agencies, both public and private, labor organizations, and any advertising agency with whom the College may deal, will be informed that the Technical College of the Lowcountry is an Equal Opportunity/Affirmative Action Employer and adheres to all state and federal laws applicable to employment decisions.

Through the policies and programs set forth in this plan, the Technical College of the Lowcountry undertakes to comply fully with all federal and state laws relating to equal educational opportunity, equal employment opportunity and affirmative action.